

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

HQ/SOCR (and below)

For 1st Quarter 2020 for period ending December 31, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Number of Complaints Filed	164	181	174	217	203	44
Number of Complainants	164	180	170	214	192	44
Repeat Filers	0	1	4	3	11	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	58	64	67	58	49	17
Color	13	20	23	21	21	6
Religion	12	8	15	10	16	2
Reprisal	62	77	91	97	95	19
Sex	50	69	59	84	73	19
PDA	1	6	2	7	4	0

National Origin	26	25	39	35	36	4
Equal Pay Act	0	0	1	0	0	0
Age	38	47	44	41	48	7
Disability	47	46	52	64	53	16
Genetics	1	1	1	3	2	0
Non-EEO	11	5	9	9	6	2
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Appointment/Hire	22	27	9	14	16	3
Assignment of Duties	29	18	27	29	21	5
Awards	5	1	5	5	2	2
Conversion to Full Time/Perm Status	1	0	1	1	0	0
Disciplinary Action						
Demotion	1	1	0	2	0	0
Reprimand	9	13	8	13	6	1
Suspension	3	7	1	9	3	0
Removal	0	2	2	1	4	1
Other	0	0	2	0	1	0
Duty Hours	0	0	1	2	0	0
Perf. Eval./ Appraisal	21	36	34	51	32	4
Examination/Test	0	1	1	2	1	1
Harassment						
Non-Sexual	70	72	103	119	89	20

Sexual	8	3	6	6	3	1
Medical Examination	1	3	0	5	4	0
Pay including overtime	2	1	12	7	6	1
Promotion/Non-Selection	21	25	26	25	26	7
Reassignment						
Denied	4	1	4	9	0	4
Directed	4	0	7	10	10	0
Reasonable Accommodation Disability	15	12	11	19	18	3
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	2	0	0	0
Retirement	0	2	1	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	8	6	8	1	1
Termination	18	18	23	16	22	1
Terms/Conditions of Employment	31	24	28	58	52	5
Time and Attendance	12	14	13	18	16	5
Training	8	9	12	10	5	2
Other						
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	200.97	187.82	207.17	231.30	251.16	231.00
Average number of days in final action	58.05	54.44	51.27	55.46	59.09	53.53

Telework	0	0	0	0	0	0	0	0	0	0	0	0	
Termination	0	0	0	0	0	0	0	0	0	1	33	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	1	33	1	100
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define													
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2020Thru12-31						
	Previous Fiscal Year Data												
	2015	2016	2017	2018	2019								
Total complaints from previous Fiscal Years	110	110	137	153	156	273							
Total Complainants	104	108	132	148	153	265							
Number complaints pending													
Investigation	3	3	3	5	5	71							
ROI issued, pending Complainant's action	0	0	0	0	1	11							
Hearing	99	104	133	134	145	164							
Final Agency Action	8	4	2	16	4	28							
Appeal with EEOC Office of Federal Operations	3	9	11	12	14	16							
Complaint Investigations	Comparative Data						2020Thru12-31						
	Previous Fiscal Year Data												
	2015	2016	2017	2018	2019								
Pending Complaints Where Investigations Exceed Required Time Frames	3	2	4	1	5	12							